(Command Name Here) Town Hall
DCIPS Transition and Way Forward

(Insert Date Here)

DCIPS
DEFENSE CIVILIAN INTELLIGENCE
PERSONNEL SYSTEM

Agenda

- Why DCIPS
- Transition to DCIPS Grades
- How Does Transition Impact Me?
- What is Not Changing
- Approach to Transition
- Army DCIPS Occupational Structure
- Workforce Transition Timeline
- What's Next
- Contacts
- Questions

Why DCIPS

- DCIPS provides the foundation to develop and sustain a high-performance workforce needed to meet Army's mission objectives
- Unifies the Defense Intelligence Community under one common personnel system
- DCIPS Supports the Mission of Army Intelligence
- Tool for leaders to manage the Human Capital Lifecycle of Army's civilian intelligence workforce
- Tool for employees to manage their civil service career
- Aligns employee performance with mission success
- Distinguishes levels of performance and recognition
- Provides career opportunities across the DoD IC and the Army IC

Transition to DCIPS Grades

- National Academy of Public Administration (NAPA) was engaged to conduct a review of DCIPS in January 2010
  - Design of DCIPS was sound but implementation was flawed
- August 2010 SECDEF decided to return DCIPS Pay Banded employees (except NGA) to General Schedule (GS)-like grade and step system and no longer link base pay to performance
  - DCIPS will have a pay banded (NGA) and grading standard structure after transition, however Army is only recognizing a DCIPS grading standard
  - Implementing a new pay-for-performance system, and ignoring employee concerns, would detract from the highest priority of fighting two wars
  - GS-like system is more familiar to all Army Intelligence employees
- DCIPS principles will remain intact, such as the occupational structure, common performance management system and performance-based bonuses
- DCIPS will continue to unify the Defense Intelligence Community (IC) under a common personnel system
- Transitioning to “GG” denotes Grades similar to GS which allows SECDEF to retain independent pay setting authorities
- All Army DCIPS Employees will transition at the same time: **25 March 2012**

How does Transition impact me?

- Army will transition from pay bands to DCIPS grades
- DCIPS Occupational Structure (Alignment) will include a DCIPS 15 grade, 10 step pay system
- Base pay will no longer be linked to performance
- Managers/supervisors of DCIPS employees that are being aligned to a new work level must complete a closeout performance evaluation immediately preceding the transition, conduct a PM PRA review and then establish a new performance plan with their new performance objectives aligned to their newly transitioned work level.
- An Employee notification letter will be prepared and issued to each DCIPS employee by their Manager/Supervisor to inform them of their new DCIPS grade NLT 9 March 2012
- Policies critical to DCIPS transition are expected to be published prior to 25 March 2012

What Is Not Changing

- **Pay:**
  - Employees will not lose pay upon transition
  - Base salary will be aligned to a DCIPS grade and step - pay may stay the same or increase to align to a step
  - Employees will continue to be eligible for performance-based bonuses
- **Performance Management:**
  - Employee performance objectives will continue to be tied to the work level and the Command and/or Army mission
- **Occupational Structure**:
  - The elements of the DCIPS Occupational Structure will remain
- **Professional Development:**
  - Professional Development (i.e. Joint Duty Assignment)

Approach to Transition

- The HQDA G-2 in collaboration with key stakeholders have developed a Total Army Comprehensive DCIPS Transition Plan to support the Army's transition to DCIPS grades to ensure a smooth transition.
- IPMO G-2 is developing the requirements for mandatory Web Based Training (WBT) transition training and working with CHRA to deliver instructor led training.
- The Army DCIPS website will be continuously updated with FAQs, fact sheets and job aids to enable and inform the workforce on transition activities.
- A Special Edition EYE Newsletter will be issued to the workforce with specific transition information.

Army DCIPS Occupational Structure

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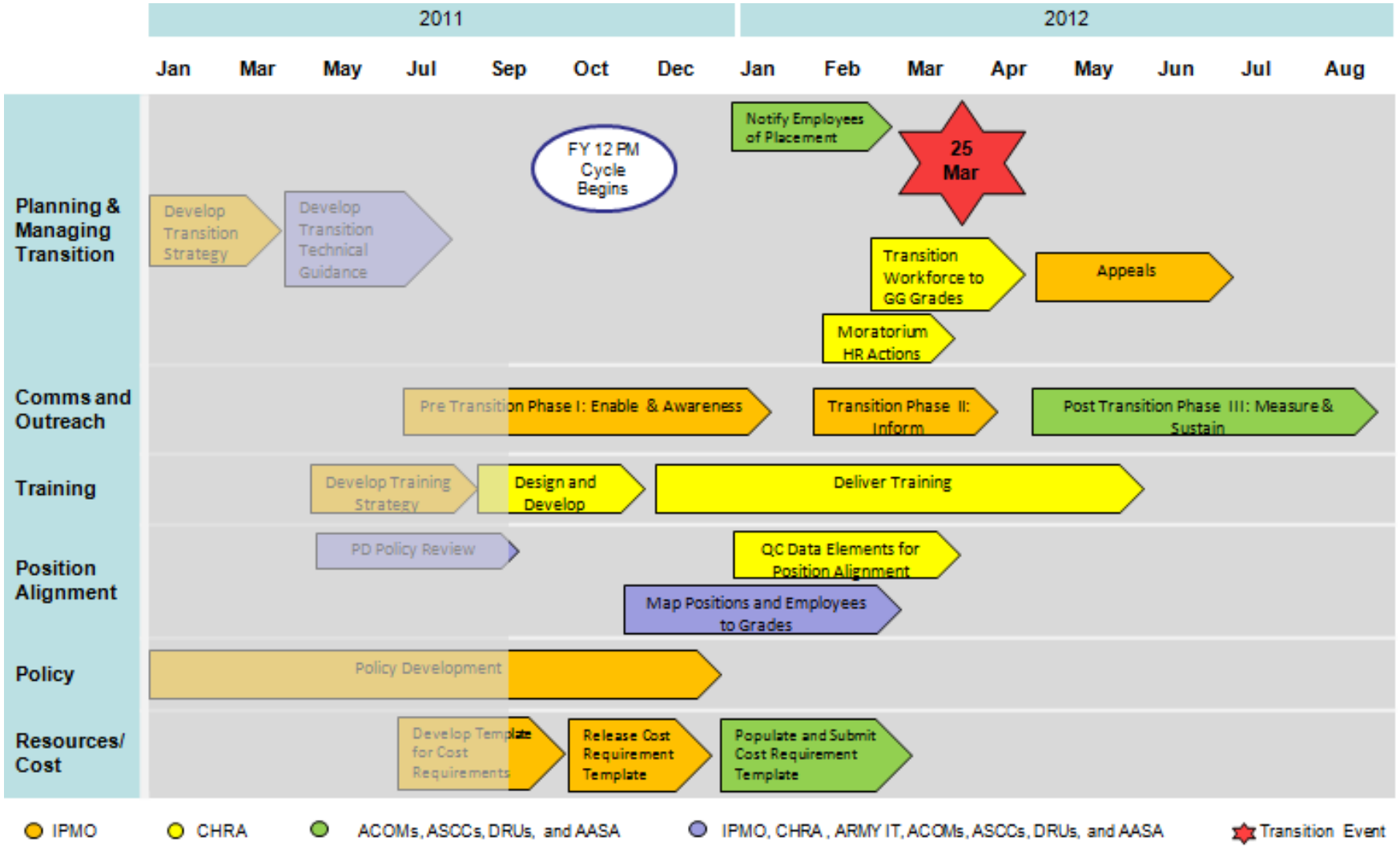
Please note: This graphic reflects the USD(I) enterprise-wide DCIPS occupational structure. The Army is aligned to the DCIPS Occupational structure and will follow the DCIPS grading standard in Army Policy Volume 2007. This will result in all Professional (including Supervision/Management) Work Category GG-13 Army DCIPS positions aligning to the Full Performance work level and all Technician/Administrative Support Work Category GG-7 Army DCIPS positions aligning to the Entry/Developmental work level.

Workforce Transition Timeline



What's Next

- Until Transition (25 March 2012):
  - The Army will continue to operate under DCIPS Interim policy/guidance
  - DCIPS employees are eligible for a Periodic Increase (PI) similar to the Within-Grade-Increase based upon their Last Equivalent Increase (LEI) date
  - Employees will be notified of their grade NLT 9 March 2012
  - Army will certify to USD(I) our readiness for transition 45 days prior to the transition date – NLT 10 February 2012

What's Next? (Continued)

- Army DCIPS employees should:
  - Talk with their supervisors/managers or their Command DCIPS TM for questions about transition
  - Complete required DCIPS training when available
  - Review the Army DCIPS website regularly and read DCIPS-related emails for updated transition information
  - Share their DCIPS knowledge with their coworkers:
    - Share this information with those who couldn't attend this brief
    - Reduce RUMINT

25 March 2012 – Army Transition

Contacts

- **(COMMAND NAME HERE):**

(POC / Transition Manager): (POC / Transition Manager email address and phone numbers here)

- **New Army DCIPS Website:**
  - Launched on NIPR only on 25 July 2011
  - Primary source for all up-to-date DCIPS information and FAQs
  - **NIPRnet:** http://www.dami.army.pentagon.mil/site/dcips/

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Questions?

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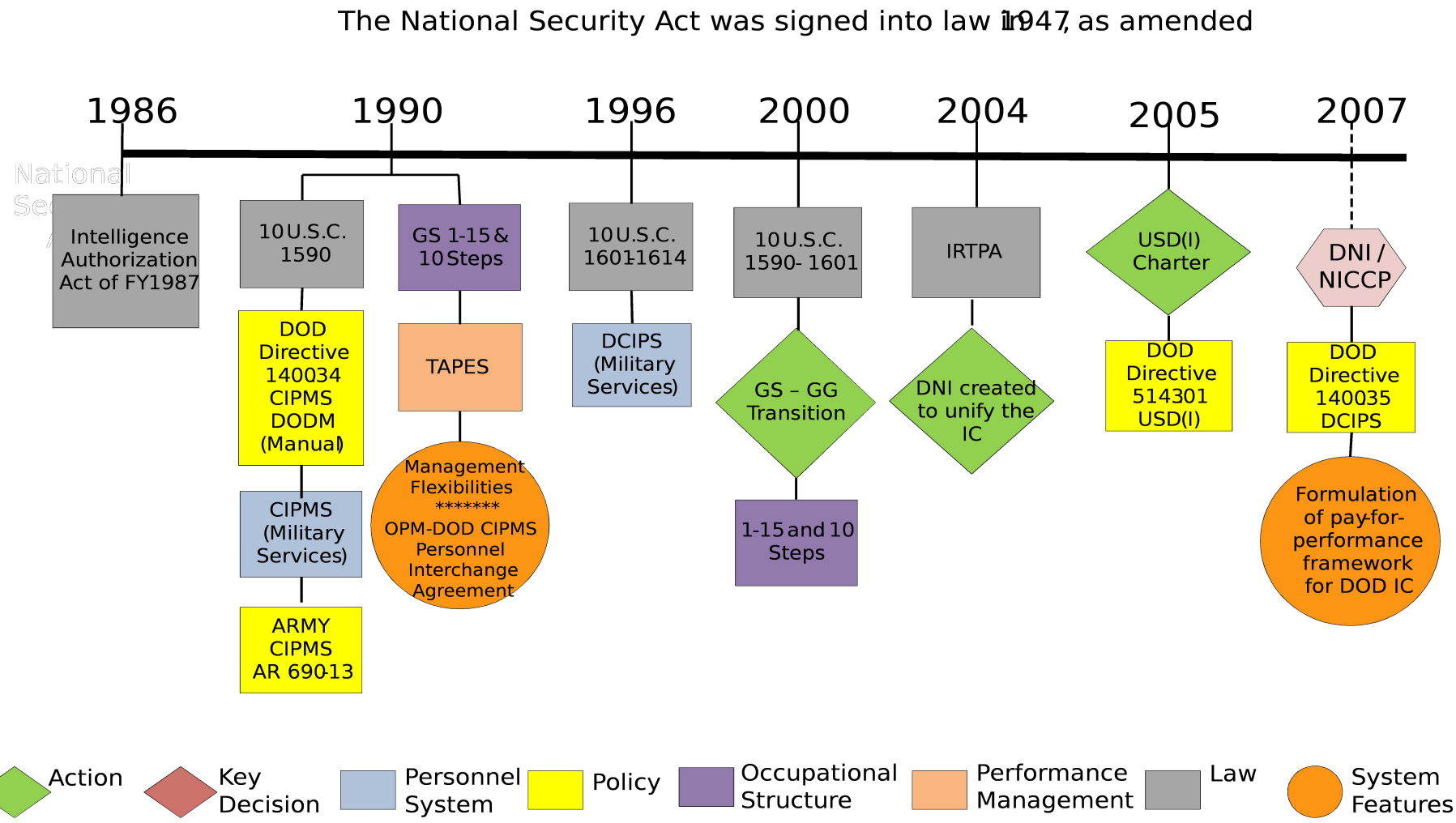
Back Up

DCIPS Evolution Timeline



DCIPS Evolution Timeline (cont'd)

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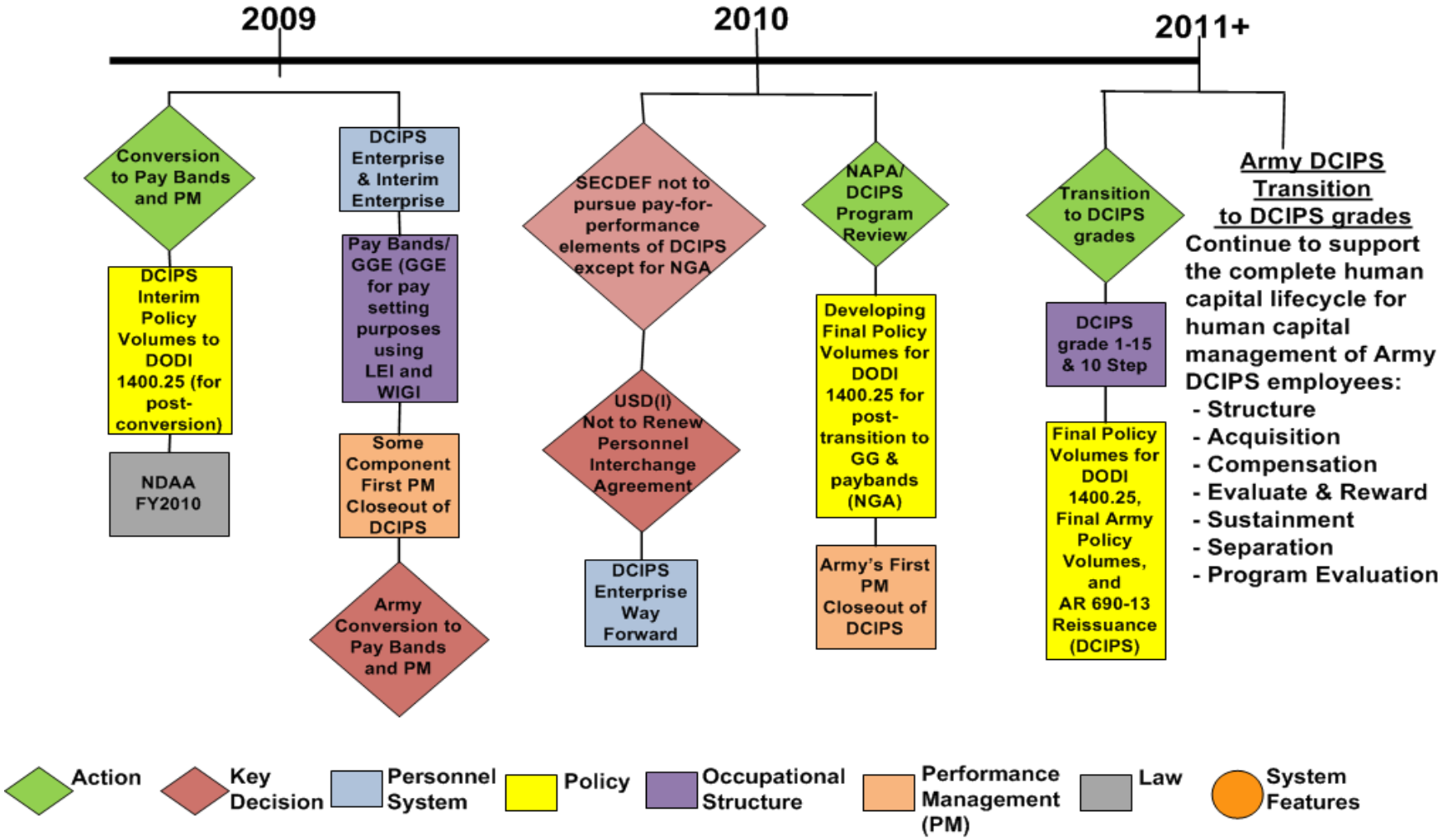
2009
2010
2011+
Conversion to Pay Bands and PM
DCIPS Interim Policy Volumes to DODI 1400.25 (for post-conversion)
NDAA FY2010
DCIPS Enterprise & Interim Enterprise
Pay Bands/ GGE (GGE for pay setting purposes using LEI and WIGI
Some Component First PM Closeout of DCIPS
Army Conversion to Pay Bands and PM
SECDEF not to pursue pay-for-performance elements of DCIPS except for NGA
USD(I) Not to Renew Personnel Interchange Agreement
DCIPS Enterprise Way Forward
NAPA/ DCIPS Program Review
Developing Final Policy Volumes for DODI 1400.25 for post-transition to GG & paybands (NGA)
Army's First PM Closeout of DCIPS
Transition to DCIPS grades
DCIPS grade 1-15 & 10 Step
Final Policy Volumes for DODI 1400.25, Final Army Policy Volumes, and AR 690-13 Reissuance (DCIPS)
Army DCIPS Transition to DCIPS grades
Continue to support the complete human capital lifecycle for human capital management of Army DCIPS employees:
- Structure
- Acquisition
- Compensation
- Evaluate & Reward
- Sustainment
- Separation
- Program Evaluation
Action
Key Decision
Personnel System
Policy
Occupational Structure
Performance Management (PM)
Law
System Features

Key Inputs for Successful Transition

Key Stakeholder support for these requirements must be in place for the Army's transition from pay bands to grades

Final Army DCIPS Policies

ASA (M&RA), G-1, G-2 OGC, ACOMs*, ASCCs, DRUs, and AASA

Position Alignment

CHRA, ACOMs, ASCCs, DRUs, AASA, and AG-1 (Civilian Personnel)

Transition Training Strategy

G-2, CHRA

HR Solutions/Services

CHRA

Change Management and Communication Strategy

ASA (M&RA), G-1, G-2, ACOMs, ASCCs, DRUs, and AASA

Human Resource Systems Support (DCPDS)

CHRA and AG-1 (Civilian Personnel)

Transition Cost (Step Alignment, GAO Reporting)

G-2, ACOMs, ASCCs, DRUs, and AASA

Leadership Commitment

ASA (M&RA), G-1, G-2, CHRA, ACOMs, ASCCs, DRUs, and AASA

* ACOMs include joint

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